

2005-2006 PERFORMANCE PLAN – CHIEF ACTUARY

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule	Quarterly Status Report
20%	Actuarial Service Level Expectations	<ul style="list-style-type: none"> For public agencies, complete all contract amendment cost analyses that do not require participant data changes within an average of 30 days. For State and Schools, complete all legislative cost analyses within the periods required by GOVA. Complete all Option 4 and subrogation requests within time periods established by the service level agreement with the Benefits branch. By October 31, 2005, mail 100% of all public agency 6/30/2004 annual actuarial valuation reports containing employer rates for the fiscal year 2006-07. By April 30, 2006, complete the annual actuarial valuations for the 1959 Survivor program, the Volunteer Firefighters Length of Service Award System, the Legislators Retirement System, and the Judges Retirement Systems I and II. By April 30, 2006, complete the calculation of the State employer contribution rates for the fiscal year 2006-2007. By April 30, 2006, complete the calculation of the School employer contribution rate for the fiscal year 2006-2007. 	From schedule	
15%	Rate Stabilization Accounts	<ul style="list-style-type: none"> By December 31, 2005 complete all analysis on rate stabilization accounts, so that the Board and legislature can make an informed decision on this subject 		
15%	CalPERS response to GASB 43 and 45 – retiree medical costs	<ul style="list-style-type: none"> Placeholder for work that may be required depending on Board’s decision on this issue. 		

2005-2006 PERFORMANCE PLAN – CHIEF ACTUARY (Continued)

Qualitative Performance Measures (continued)

Weight	Factor	Performance Measure	Incentive Schedule	Quarterly Status Report
10%	Employer Education and Communication Outreach	<ul style="list-style-type: none"> By December 31, 2005, in conjunction with the Health Branch, complete and obtain DEO/CEO approval of a Strategic Employer Education and Communication Outreach Plan that envisions a strategy to improve the content of education and quantity and quality of communication in the retirement and health areas. By March 31, 2005, obtain DEO/CEO approval of a comprehensive work plan to implement the strategic direction previously approved. 		
10%	CalPERS Educational Forum	<ul style="list-style-type: none"> By October 31, 2005, complete the 2005 Educational Forum and obtain an average satisfaction rating of 4.0 or higher on a scale of 1 to 5 of all completed attendee evaluations. 		
10%	Enterprise Wide Technology Projects	<ul style="list-style-type: none"> Placeholder for work required by AESD staff regarding enterprise wide technology projects. <ul style="list-style-type: none"> PSR Enterprise Billing, Accounts Receivable and Collections (EMBARC) 		
10%	Special Projects	<ul style="list-style-type: none"> Complete all unplanned tasks assigned by the Board or the Chief Executive Officer by the deadlines assigned. For example: <ul style="list-style-type: none"> DB/DC Compliance Communication and Employee Engagement New Product Development 		
10%	Succession Planning	<ul style="list-style-type: none"> Continue the development of a successor to the chief actuary and future supervising actuaries and supervising actuarial assistants 		
100%	Total	Qualitative Measures		

Supervisor's Approval: Original signed by Fred Buenrostro

Date: August 5, 2005